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THE SALARIES OF WOMEN TEACHERS

IN view of the discussion of this question begun in the SCHOOL REVIEW by Dr. Nightingale (February–March '96) it seems well to print the following petition :

To the School Committee of the City of Boston:

We, the undersigned, assistants in the high and Latin schools of Boston, respectfully petition the school committee to make the following changes in the interest of a fairer adjustment of salaries ; and in support of our petition we beg leave to set before your honorable body these facts :

The minimum salary for women in the high and Latin schools is \$756 per annum, while that for junior masters is \$1008 ;

The annual increase for women is \$48, while that for junior masters is \$144 ;

The maximum salary for women is \$1380 per annum, while that for junior masters is \$2880 ;

Therefore we, doing substantially the same work as the men, respectfully request

That our maximum be increased from \$1380 to \$1836 ;

That our annual increase be changed from \$48 to \$108 ;

That the number of years required to reach our maximum be reduced from thirteen to ten ;

That, upon the adoption of the new scale, each assistant, as she reaches her date of increase, under the present system, be given that salary in the new schedule next higher than the sum which she is then receiving.

In support of this the following considerations are urged :

By the plan proposed in the accompanying petition, the city will not incur great immediate expense : The whole additional expense the first year will be less than \$3000. This expense will gradually increase, but only for a few years. There will not be at any time a large number of women receiving the maximum salary.

The present difference between maximum salaries of all men except principals and woman doing the same work in high and Latin schools is \$1500; that is, these women receive less than half as much pay as men, although they fit pupils for the same college admission examination, and teach the same subjects with the same text-books the same number of hours. A man's salary has an increase three times that of a woman's each year. Yet the schools in which the majority of teachers are women are just as good, efficient schools as those which have only men.

It is argued that men are required to be college graduates, while a less preparation is allowed women. This is true; but women do not ask equal salaries. The maximum for which they ask is \$1044 less than men receive.

Besides the expense of their general education, these women have spent much time and money in preparation for teaching their specialty. Their expense for special study has ranged from \$500 to \$2000, and in one case has reached \$2500. Of the assistants in the high schools and girls' Latin school fourteen (and the number constantly increases) are college graduates; three have received the A.M. degree; all have made a special study of some one subject. Since entering their present positions *all* have taken lessons—sixteen at the Institute of Technology, from two to sixteen courses each, others at Radcliffe and Boston University, or at summer schools, others in private classes. Many have taken private lessons, extending through several years, besides the other courses mentioned. Several have studied abroad.

When comparison is made of men's and women's salaries, a common argument has been that men's should be greater because they have families to support. As a matter of fact these women do support others. Sixty-six per cent. have others dependent on them.

The expenses they incur in lessons, the support of others, and the cost of living in Boston, make it difficult and sometimes impossible with their present salaries to lay by money to live upon when they can no longer work.

Brooklyn pays women in its high schools a maximum of \$1700; Chicago, \$1800; Cleveland, O., \$1600; St. Louis, \$1800; San Francisco, \$1680. All pay women more than Boston does, although Boston pays men more than these other cities. In Chicago, men doing the same work receive only \$100 or \$200 a year more; in San Francisco men and women are paid alike.

The women who make this petition do not wish to be understood in any way as desiring or thinking that other salaries should be less than they are; they only ask that they may receive from the city the same generous treatment that it has accorded to men.